

The logo features a stylized purple dome with columns, representing a government building or capitol.

Association of Minnesota Counties

Friday, May 6, 2022

MCHRMA Members,

It was great to see you all on Friday morning at your Spring Conference. I mentioned that I would forward my newspaper article below regarding workforce challenges that will appear in AMC's next newspaper edition. Please do not hesitate to reach out to AMC with any questions.

At our Annual Conference last December, State Demographer Susan Brower shared a startling fact: there will be little to no growth in the working age population in Minnesota over the next 15 years. The workforce challenges we are facing today are only going to intensify. Counties will need to retain the employees we have, get creative about how we accomplish our work with fewer people, and figure out how to compete with other sectors to recruit new workers. At AMC, we seek to assist counties with these challenges by seeking state and federal policy changes, researching, and sharing best practices, providing training and development opportunities for current employees, facilitating professional network building, and more!

Just recently we began work to certify AMC as an eligible employer for the federal Public Service Loan Forgiveness Program as a method to recruit newer college graduates into our own AMC workforce. The good news is that all county employees are already eligible for this program! This program is unique to government and non-profit employees and can level the playing field with higher salaries offered by the private sector. If you are not familiar with the program, we have included an excellent article about it from our colleagues at the Kentucky Association of Counties in this issue. If you are familiar with the program and offering it to your current employees, I would encourage you to take another step and use this program in your job recruitment!

We are exploring a variety workforce recruitment and retention tools this year and we will continue to share ideas with our members through our meetings and publications. In the coming months, let us know if you have ideas for our work, or if you have a best practice to share with other counties.